

TAB

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POLICY GOVERNING EMPLOYEE RELATIONSHIPS
WITH INDIVIDUALS POSSIBLY SUBJECT TO FOREIGN POWERS

I. INTRODUCTION

A. The mission and responsibilities of the Agency are such that employees' contacts or relationships with individuals who are or may be subject to a foreign power are of continuing and serious concern. The security problems that may exist in close and continuing relationships involving bonds of affection or obligation demand strict monitoring and constant awareness of the potential threat to the Agency, its employees, and the national security. There will be diligence in complying with the procedures and requirements outlined.

B. Any close personal or social relationship with a foreign national must be examined in the light of the potential security threat and, therefore, must be reported to proper Agency authorities. Contacts or relationships with foreign nationals are of special concern as they may enable an unauthorized person to learn, at the very least, more than is desirable about the employee's true affiliation and, at worst, the identities of other Agency employees, the nature of Agency activities and the identities of Agency

sources, methods, and targets. While the Agency does legislate what are essentially private relationships, there clearly are situations in which the bonds of affection or obligation have the potential to create serious security problems.

II. POLICY

A. As a matter of policy, the Agency discourages close, continuing unofficial contacts or relationships involving bonds of affection or obligation with individuals who are or may be subject to physical, mental, or other forms of duress by a foreign power. Each such case is considered individually.

B. All Agency employees at all locations are required to comply with the procedures outlined. It is intended that Agency policy will be applied consistently and equitably to all employees. The question of employee retention will be decided for the most part on the measure of the risk involved.

C. Supervisors are very important in the analysis of these problems. They are expected to be alert to potential problem situations, and they are required to ensure that employees under their jurisdiction are fully aware of the ramifications of establishing relationships that may involve serious security concerns.

III. PROCEDURES

A. Employees must report promptly to the appropriate Chief of Station, Base [] or Operating Official (hereafter referred to as "responsible official") the existence of close, continuing unofficial contacts or relationships with foreign nationals or with persons who are or may be subject to a foreign power.

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B. For foreign [] employees, the responsible official will cable the employee's report to Headquarters promptly, including the details provided by the employee, Station/Base traces, and a recommendation for a course of action. These cables will use the indicator [] and they will receive "Eyes Only" handling, with distribution to the Deputy Director for Operations, Director of Security, and Director of Personnel.

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C. For employees at Headquarters, the responsible official will forward the employee's report and recommendation for a course of action through the Deputy Director of the employee's assignment, and Head of the employee's Career Service if different from that of the employee's assignment, and the Director of Security to the Director of Personnel. The Deputy Director, and the Head of the employee's Career Service if different, will indicate concurrence or nonconcurrence with the recommendation of the responsible official.

D. The Director of Personnel will review all reports and convene a meeting of an Alien Association Panel in order to consider the overall impact of the individual cases. The panel will include the Director of Security, the Chief of the Counterintelligence Staff, and appropriate senior Directorate representatives. In the event the Alien Association Panel disapproves the continuation of the alien relationship, the association must be terminated or the employee will be separated from the Agency.

E. An appeal of a disapproval may be made in writing within 30 days of notification of the disapproval decision and must contain an explanation of why it is being made and additional information that may not have been presented initially for consideration. The appeal will be forwarded to the DDCI through the Head of the employee's Career Service and the Executive Director. The Head of the Career Service will advise the Director of Personnel and the Director of Security of the employee's appeal.

The DDCI's decision in each case is final and may not be appealed further.